NSGEU LOCAL 99

Summary of changes to negotiated Collective Agreement (ratified on September 2, 2015, but not yet signed)

Term of Agreement
Three (3) year term agreement: July 1, 2014 – June 30, 2017

Effective Date
Date of signing by both parties – wage and market adjustments on specified dates

Adjustments to Rates of Pay
July 1, 2014 - 2%
July 1, 2015 - 1.75%
July 1, 2016 - 1.5%

<table>
<thead>
<tr>
<th>Market Adjustments</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>2nd Class Power Engineer</td>
<td>$30.81</td>
<td>$31.58</td>
</tr>
<tr>
<td>Instrumentation Mechanic</td>
<td>$29.00</td>
<td>$30.52</td>
</tr>
<tr>
<td>Electrician</td>
<td>$28.11</td>
<td>$28.67</td>
</tr>
<tr>
<td>Millwright/Machinist</td>
<td>$26.81</td>
<td>$27.33</td>
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</tbody>
</table>

Hourly rates are inclusive of the annual adjustments to rates of pay

Week-End Premium – Consistent with Local 92 MOA:
• $1.50 per hour (pyramiding on shift, not overtime) where half or more of such hours fall between 12:01 am Saturday and 7:00 am Monday

More Than One Trade Certification Premium:
• $1.00 per hour for Employees who are required by the Employer to possess more than one trade certification.

Apprenticeship Block Training:
• Where the Employer identifies a need for additional certification, Employer will top up EI to 75% of current rate of pay

Leaves for Medical/Dental Appointments for Employees:
• New Article - 12 hours per calendar year for medical/dental appointments that cannot be scheduled outside of work hours. Time to be deducted from sick leave.

Vacation:
• Employees hired on or after June 1, 2015 can take vacation in the year it is earned (post probation)
• Two (2) additional vacation days beginning in the 25th anniversary vacation year